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National Marine Beneficial Assn. Local 33.

LABOR COLLECTION HD5515 E55N3

Consolidated Marine Engineers Beneficial Association
..No. 33..
PORT OF NEW YORK

HD 6350 N Y

1920 WAGE SCALE

Award of New York Harbor Arbitration Board

We, the undersigned representatives of Employers and Employees of self-propelled vessels in the Port of New York, having been duly constituted a Board of Arbitration do hereby agree upon the following standard wages and working conditions in the Port of New York, for Masters, Mates, Pilots and Marine Engineers.

CLASSIFICATION

The cylinder diameter of the engine is made the basis for the classification of the rates of pay of Captains and Engineers of self-propelled vessels.

a. Single cylinders over 18 in., and compounds, the diameter of the high pressure cylinder of which is 14 in. and above, triple expansion engines, and twin screw boats.

b. Single cylinders over 15 in. up to and including 18 in. and compounds the diameter of the high pressure cylinder of which is under 14 in.

c. Single cylinders up to and including 15 in.

WAGE SCALE

Captains:

On single crew tugs:
- a. $190. per month and board.
- b. 180. per month and board.
- c. 170. per month and board.

Engineers:

On single crew tugs:
- a. $180. per month and board.
- b. 170. per month and board.
- c. 160. per month and board.

Licensed Mates on Tugs doing Transport Work:
$145. per month and board.

WORKING CONDITIONS

a. Time for starting day's work shall be designated by the Employer.

b. Ten (10) consecutive hours shall constitute a day's work.

c. Six (6) days shall constitute a week's work, the day off to be determined by the Employer.

d. One week's vacation with pay shall be allowed to each employee who has been in the service of the Company for one (1) year or more.

e. If the boat is operated on her seventh (7th) day the crew is to receive a full day's pay at the rate of time and one-half.

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If board is not furnished by the Employer, 85c per day in lieu thereof for six (6) days per week or seven (7) days, if the Employee does not receive his day off, shall be allowed each Employee.

If the boat is operated on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day or Christmas Day, the Employees shall be compensated at the rate of time and one-half, in addition to the regular day's pay.

Time in excess of ten (10) hours per day shall be compensated for at the following rates:

Class "A"

	Monthly Rate	Daily Rate	Daily Rate at Time and ½	Hourly Rate at Time and ½
Captains	$190	$7.28	$10.92	$1.09
Engineers	180	6.90	10.35	1.04

Class "B"

Captains	180	6.90	10.35	1.04
Engineers	170	6.52	9.78	.98

Class "C"

Captains	170	6.52	9.78	.98
Engineers	160	6.13	9.20	.92
Licensed Mates on Transp. Tugs	145	5.56	8.34	.83

GRAIN ELEVATORS
WAGE SCALE

Captains	$190 per month and board.	Daily rate, $7.28
Engineers	180 per month and board.	Daily rate, 6.90

WORKING CONDITIONS

a. Time for starting day's work shall be designated by the Employer.

b. Ten (10) consecutive hours shall constitute a day's work.

c. Six (6) days shall constitute a week's work.

d. One week's vacation with pay, or one week's pay in lieu thereof, shall be allowed each Employee, who has been in the service of the Company for one (1) year or more.

e. If board is not furnished by the Employer, 85c per day in lieu thereof for six (6) days per week or seven (7) days, if the Employee does not receive his day off, shall be allowed each Employee.

If the boat is operated on Sundays, or New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day or Christmas Day, the Employees shall be compensated at the rate of double time.

DOUBLE CREW BOATS

The words "DOUBLE CREW" shall be interpreted to mean: Boats operating 24 hours per day on six (6) hour shifts.

The cylinder diameter of the engine is made the basis for classification of rates of pay for Captains and Engineers.

Class "A"

Single cylinders over 18 in. in diameter; compound boats, the high pressure cylinder of which is 14 in. and above, triple expansion engines and twin screw boats.

Class "B"

Single cylinder tugs 18 in. and under and compound boats, the diameter of the high pressure cylinder of which is under 14 in.

Captains—Class "A" .....$230. per month and board.
Class "B" ..... 220. per month and board.

Engineers—Class "A" ..... 220. per month and board.
Class "B" ..... 210. per month and board.

Pilots or Mates required to navigate the boat ..... 200. per month and board.

Assistant Engineers ..... 200. per month and board.

WORKING CONDITIONS

a. Six (6) days shall constitute a week's work.

b. Time in excess of six (6) days per week shall be compensated for at the following rates:

Class "A"

	Monthly Rate	Daily Rate	Daily Rate at Time and ½	Hourly Rate at Time and ½
Captains	$230	$8.82	$13.23	$1.10
Engineers	220	8.43	12.65	1.05

Class "B"

Captains	220	8.43	12.65	1.05
Engineers	210	8.05	12.08	1.00
Pilots or Mates	200	7.67	11.51	.96
Asst. Engineers	200	7.67	11.51	.96

If the boat is operated on her seventh (7th) day, the crew is to receive a full day's pay at the rate of time and one-half.

If the boat is delayed a few hours on her seventh (7th) day completing her sixth (6th) day's work, the crew shall be compensated for the actual hours worked at the rate of time and one-half.

One week's vacation with pay shall be allowed to each Employee who has been in the service of the Company for one (1) year or more.

If board is not furnished by the Employer, 85c per day in lieu thereof for six (6) days or seven (7) days, if the Employee does not receive his day off, shall be allowed each Employee.

If the boat is operated on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day or Christmas Day, the Employees shall be compensated at the rate of time and one-half in addition to the regular day's pay.

TUGS ENGAGED IN DOING MUD TOWING

Captains .....$245. per month and board.
Engineers ..... 235. per month and board.
Pilots or Mates, required to navigate the boat ..... 206. per month and board.
Assistant Engineer ..... 206. per month and board.

WORKING CONDITIONS

a. Boats to be operated twenty-four (24) hours per day.

b. Six (6) days shall consttute a week's work.

c. One week's vacation with pay shall be allowed each Employee who has been in the service of the Company for a period of one (1) year or more.

If the boat is operated on her seventh (7th) day, the crew is to receive a full day's pay at the rate of time and one-half.

If the boat is delayed a few hours on her seventh (7th) completing her sixth (6th) day's work, the crew shall be compensated for the actual hours worked at the rate of time and one-half.

If board is not furnished by the Employer, 85c per day in lieu thereof for six (6) days or seven (7) days, if the Employee does not receive his day off, shall be allowed each Employee.

If the boat is operated on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day or Christmas Day, the Employees shall be compensated at the rate of time and one-half in addition to the regular day's pay.

Time in excess of six (6) days per week shall be compensated at the following rates:

	Monthly Rate	Daily Rate	Daily Rate at Time and ½	Hourly Rate at Time and ½
Captains	$245	$9.40	$14.10	$1.18
Engineers	235	9.00	13.50	1.13
Pilots or Mates required to operate the boat	206	7.90	11.85	.99
Asst. Engineers	206	7.90	11.85	.99

Boats operating twenty-four (24) hours on twelve (12) hour shifts will be considered two crewed boats and crew's wages and working conditions will be the same as on single crew boats.

This board shall have no authority to pass upon the question of open or closed shop, or the recognition of unions; but there shall be no discrimination of any kind against union men, and the Board shall have power to determine the questions of discrimination, and pending the decision of said Board, work shall continue uninterruptedly.

This Wage Scale and working conditions shall be effective from March 1, 1920, and shall remain in force until December 31, 1920.

It is hereby agreed that this Board of Arbitration, having an equal number of representatives of Employers and Employees shall meet at the call of the chairman to hear complaints and adjust grievances from all parties affected by the above award.

The full board shall constitute a quorum.

For Engineers

THOS. B. HEALEY
JAMES MORAN
JAS. A. SHEEHAN
WILLIAM H. LEADLIE
JOHN J. TAIT

For Masters, Mates and Pilots

WILLAM A. MAHER
WM. LEWIS
HERBERT S. MILLER
WM. H. HEALEY
A. C. HOWELL

For Employers

FREDERICK A. RUSSELL
J. A. REICHART
FRED B. DALZELL, Jr.
WALTER S. SMITH

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E55N3

Seamen
Trade Union
MEBA

A SMALL PRIMER

OF

FIRST PRINCIPLES OF

UNIONISM

These days we find millions of people enrolled in unions, paying dues, carrying union cards. They believe they are Union Men. They are good hearted people, they mean well, but no one has taught them what the true meaning of the term "Union Man" should stand for. There was a time when there were more "Union Men" than there are at present, although the enrollment was smaller. Why is this? It seems there were so many new men taken into unions so fast, especially in the war years, that there was no time to educate them in the principles of Unionism.

Now there are many who have been members several years and have peculiar ideas of what a Union Man should be. This condition has been taken advantage of lately by faker, sell-out gangster, and scabby so-called leaders, to lead their bewildered followers down the path of out-right scabbery; and they have even given a certain respectability to finking by their actions as leaders. The members of some of these unions believe their leaders are O.K. and are so ignorant of true trade-union principles that they do not know scabbery and finkery when it is right before their eyes, and they are being made a party to it.

This is an appalling state of affairs and is the reason why we feel someone has to write a Small Primer of First Principles of Unionism;—so that

a man with a Union Book can know what his responsibilities, duties and benefits are.

We are not going to write a history of unions. Suffice it to say they were first organized many years ago. Workers found that by banding together they could obtain more from their employer than they could by dealing with their employers individually. It has been proven down through the years that the workers benefit by collective, cooperative effort. It was found necessary to make certain rules of conduct in order to present a front of solidarity against the employers, so they could successfully negotiate reasonable wages and conditions. Some of these are:

First, you join the Union.

Then you pay some dues. These are necessary to pay for rental of halls, the officials who represent you, and to take care of volume of business. Your Union needs funds to operate and pay death benefits, strike benefits, etc.

A good Union Man keeps his dues paid up, and is always in good standing whenever possible. Most unions have their members take an oath that they will not scab. This loyalty is necessary to preserve the solid front in all fights the Union engages in with the employers. A scab or deserter from the ranks is considered a horrible creature,—deserting his fellow workers at the time of their most desperate need. For personal and private reward he helps the enemy against his own kind.

From the day the first Union or Guild was organized, a scab has been considered the lowest form of animal life.

To walk in and take a striking worker's place is scabbing. No other word for it. To take the bread out of the mouths of a striking worker's family is one of the most despicable acts a human can do. This scabbing is something a real Union Man will not do. A real Union Member should be a man of principles, who lives by a decent code of ethics and tries to be a good citizen; he helps cooperate in all activities that promote the general welfare of all the people. He will strive to get good wages for all in his own industry and help others to do the same in other industries. There are many things that no one Union can do. So unions band together oftentimes and work jointly on issues that affect labor as a whole. Thus, we have Central Trades and Labor Councils in the A. F. of L. and C.I.O. City and State Industrial Union Councils. We have National Federations of Unions that work nationally for the benefit of laboring men and women in all unions. This way a Union Man helps make the whole nation prosperous and fights for liberty and security for all people.

A Good Union Man also takes an interest in politics,—and examines the candidates for a public office with a critical eye, to see that as far as we can, we put into office men who are not anti-labor, and who are genuinely interested in benefitting the community as a whole.

A Good Union Man is democratic and believes in justice and fair-dealing to all.

He should take an interest in his Union and should try and see that all the officers are able, honest, intelligent, and should vote accordingly in all union elections.

He should be alert and have courage to fight any attempts of gangsters to take over his Union. If gangsters have already done so, he should organize among the rank and file of his union to overthrow the gangsters. Look at the gangster-goon-unions in the maritime field today as an example of your fate under the control of such characters. First they order you to scab on another Union, and then later, after they achieve full control, they will sell you out for money from the employer. They will work it two ways, as is an old custom with gangsters. They will extort money from the employer, also.

A Good Union Man will demand that he be a free man: that he have democratic rights; but he will, however, submit to democratic rule of the majority by democratic vote.

A Good Union Man will serve on a Committee, if he has spare time.

A Good Union Man will help other unions, by supporting them in all their strikes and struggles for better conditions. They, in turn, should support you.

Charity, of course, begins at home. But if we can afford it, we should help any union on strike that needs money, by sending them a little financial help,—or help them on a picket line to make their strike effective, if you have a little spare time. If you make friends this way, they will remember and help you when your union needs financial and physical help. It has been done before many times. Such mutual cooperative effort has been the means of winning many strikes in the past.

People seem to be forgetting this sort of thing lately. Many people have been forgetting the Golden Rules of Unionism. They have been acting selfishly. There must be a return to the First Principles of Good Unionism. This is needed especially by members of the gangster-controlled unions, who are being misled daily, into raiding legitimate unions who are on strike. The reputation of members of these unions is suffering, because their officials are so lacking in union principle and honor.

A Good Union Man will not cross a legitimate picket line put up by a legitimate union.

It is natural for employers to try to make as much profit as they can, and to pay as little as possible to their employees. Where there is no union, or where a union has been smashed by traitors or scabs or gangsters or by the police, the employers soon take advantage, and wages and conditions are soon dropped very low. Unions are practically the only safeguard a worker has

in order to keep a reasonable standard of living; and unions, when strong enough, will be the main bulwark in guarding the democracy of our country against dictatorship.

We must keep our unions strong. We must band together, union upon union, and call upon all citizens to use all their power and influence to defeat legislation that will weaken our union, which will in turn lower our standard of living and make us an easier prey to ruthless, rapacious would-be dictators, who are always lurking just around the corner in any country they can take over.

Let us not forget the Taft-Hartley Act. Keep plugging, keep fighting, keep demanding that it be repealed. This is a "must", for all Good Union Men.

We will conclude by repeating Jack London's definition of a scab:

"After the Creator had finished the toad, the rattlesnake and the vampire, he had some awful stuff left over. Out of this was fashioned the scab. A scab is a two-legged animal with a corkscrew mind and a body of jelly and glue. Where an honest man has a heart a scab has a tumor of rotten principles. When a scab walks down the street, honest men turn their faces. Angels weep tears of sorrow and anguish, and the Devil slams shut the Gates of Hell, for fear the scab should enter. No man has a right to be a scab as long as there is a pool of water deep enough to drown

his body or a rope strong enough to hang him. As compared to a scab, Judas Escariot was a gentleman. After he had betrayed his cause and his friends, he had character enough to hang himself. A scab hasn't."

No one can order a trade unionist to scab.

Fraternally yours,

M.E.B.A., Local #33

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